

Welcome to the 2015 IA-APSE Employment Summit

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The Iowa APSE board would like to extend a warm welcome to everyone attending this year's Employment Summit. This year's conference will build on the momentum of last year and get us closer to reaching our goal of making real jobs for real pay a reality for all individuals with disabilities in Iowa.

It's an exciting time in Iowa as we continue grow, adapt and remain motivated and responsive to all the changes that Iowa faces with employment for individuals with disabilities. We all are confronting a time of many changes and we are meeting these changes during an era of larger nation-wide changes. Iowa APSE board has worked hard to bring inspired colleagues, family members, employers and stakeholders together at this summit to ensure that we are continuing to transform to community employment.

I'd like to give you an idea of what you can expect and what we hope you achieve over the next few days. During the conference you will be able to learn, connect, share resources and develop new skills. It also offers the opportunity to gather around a common goal –***making community employment a reality for everyone!*** Some of the many interesting sessions include:

- Assistive technology
- Customized Employment
- Public Policy
- Managing and Effective Employment Service
- Managed Care
- Employment Services for Iowans with Brain Injury

Before I close, I'd like to thank each of you attending the conference and bringing your expertise. You, as leaders in the field, have the vision and knowledge to help us to continue to pave the way into the future. Throughout the conference, I ask that you stay engaged, be proactive and help us continue to shape the employment future for Iowans with disabilities.

Best,

Kelly Kratz

Iowa APSE President

Day One – Tuesday September 29th		9.00am - 6.00pm
	Pre-Conference	
Garden Room	9:00am – 12:00pm	CESP Exam
Ballroom 3	9:00am – 11:30am	Customized Employment 101
	Presenter: Abby Cooper This presentation will be an overview of Customized Employment. It will explore the history of Customized Employment, how it came out of Supported Employment but has unique differences. How Customized Employment aligns with current business trends. The steps and skills that are required to effectively implement Customized Employment and the supports leadership needs to provide.	
	Welcome/Keynote: 1.00 pm—2.30 pm	
Ballroom 1&2	Kelly Kratz, President Governor Terry Branstad Rick Shults, Administrator DHS - Mental Health and Disabilities Services Mikki Stier, Administrator - Iowa Medicaid Enterprise David Mitchell, Administrator Iowa Vocational Rehabilitation Services Employment First and Agency Transformation - the Next Chapter in Achieving Civil Rights for People with Disabilities Presenters: Tom Wilds and Genni Sasnett Community employment is one of the most powerful mechanisms through which all people gain respect and economic parity in our society. It is also a means through which people are afforded the opportunity to exercise their full civil rights. The presenters will share stories of people with disabilities who have experienced significant positive life changes and empowerment through success in community employment. They will also talk about their experiences working with provider agencies that are striving to transform their thinking and their behavior to ensure that the people they serve are moving towards community employment and full community engagement. They will highlight both the successes as well as the continued challenges providers face in the transformation process and suggest some ways forward to fulfill the promise of full citizenship for all people in our country.	
2:30pm - 2:45pm Break - Refreshments Served		
	2:45pm - 4:15pm Concurrent	
Ballroom 1	Presenter: Mike Dempster and Katie Schomann IPS—Individual Placement and Support Individual Placement and Support (IPS) is an evidence-based approach to supported employment for persons with mental illness developed by Dartmouth University; extensive research and fidelity and statistical analysis has validated the results. IPS is typically implemented in mental health agencies or other organizations serving people with disabilities through partnership between the individual’s mental health practitioner, funder, and CRP employment specialist. IPS helps people achieve what most adults want regardless of disability status: regular jobs.	

<p>Ballroom 2</p>	<p>Presenter: Lisa Mills</p> <p>The Intersection between CMS Settings Regulations and the Coming of Managed Care: Can it Help Supported Employment Succeed?</p> <p>The federal Centers for Medicare & Medicaid Services (CMS) issued new federal regulations effective March 17, 2014, that contain a new, outcome-oriented definition of home and community-based services (HCBS) settings. The purpose of the regulations, in part, is to ensure that people receive Medicaid HCBS in settings that are integrated in and support full access to the greater community. This includes opportunities to seek employment and work in competitive and integrated settings, engage in community life, control personal resources, and receive services in the community to the same degree as people who do not receive HCBS. States and their provider networks have until March, 2019 to come into full compliance with the regulations. At the same time a growing number of states are turning to managed care for their HCBS programs and Iowa is among those states. What could these two significant changes mean for supported employment? How can APSE and others committed to supported employment and Employment First influence the outcomes in a positive way? This session will address these critical questions.</p>
<p>Ballroom 3</p>	<p>Presenter: Abby Cooper</p> <p>Customized Employment from an Employer's Perspective</p> <p>This presentation will examine Customized Employment from an Employers' advantage point. It will address the effectiveness of traditional hiring approaches and how Customized jobs alleviate miss-hires; the alignment of innovation in the business world and Customized Employment; identifying the "business trail of shame" to customized jobs. Explore the myths and reality of hiring job seekers with disabilities and resources every employer should know.</p>
<p>Garden Room</p>	<p>Presenters: Tracy Kenniger</p> <p>Assistive Technology: Beyond Basics</p> <p>This presentation will provide an explanation of the basic use of assistive technology, when implemented into an employment setting. This introductory session will provide the participants with an explanation of how assistive technology can be used in skill development. Participants will gain an understanding of considerations for the implementation of assistive technology with employment. A hands-on demonstration of assistive technology devices will be provided, along with specific case study discussion.</p> <p>4:30-6:00 Welcome Reception!</p> <p>Join us for the Iowa-APSE welcome Reception and short annual meeting. Meet up with old friends and make some new ones! Use this casual atmosphere to get to know you colleagues in the field! Enjoy great food and great conversation!</p>

Day 2 Wednesday, September 30th 2015

Foyer	Breakfast Served 7.30am - 8.30am
Ballroom 3	<p>8.30am - 3.00pm</p> <p><i>This is a special full day workshop. Breaks and lunch will be taken at the schedule times as with the breakout sessions</i></p> <p>Presenter: Laura Plummer</p> <p style="text-align: center;">Assistive Technology: A Piece to the Transition Puzzle</p> <p>Transition is the hot topic now! Service providers, students and parents/guardians are all seeking to put the many pieces of the transition puzzle together. This session will explore the role that AT can play to create success with transition in each of the three big puzzles: school, work, and life.</p> <p>The services that students have access to following transition will not be the same as before the transition. Plus, it's everyone's job to ensure students know where and how the pieces come together. From learning about the technology available and seeking training on the tools to understanding the post-secondary "rules" the time is now.</p> <p>Students also need to develop the self-advocacy skills to know what services are available and what questions to ask. Assistive Technology can be a game changer so let's use our time together to learn its role within transition services</p>
Ballroom 1	<p>8:30am – 10:00am</p> <p>Presenter: Lee Ann Russo</p> <p style="text-align: center;">Understanding WIOA: Are You the Windshield or the Bug?</p> <p>This session will provide an overview of the Workforce Innovation and Opportunities Act (WIOA). Updates will be provided as well as the various roles and responsibilities for the implementation of WIOA outlined. Iowa's efforts to change, align and comply with WIOA regulations will be highlighted. The potential impact of the new regulations will also be discussed.</p>
Ballroom 2	<p>8.30am – 10.00am</p> <p>Presenter: Allan I. Bergman</p> <p style="text-align: center;">Federal Policy Update: Employment First on Steroids!</p> <p>During the past year major changes in federal law, regulations, guidance and court related actions as well as newly introduced legislation are rapidly changing the landscape for integrated employment for individuals with disabilities, including individuals with the most significant disabilities as we move from process and compliance to outcomes and quality of life measures. In this session, Allan I. Bergman will provide an overview of the tapestry now being woven at the federal level with implications for rapid change in the states.</p>

	10.00am - 10.15am Break - Refreshments Served
Ballroom 1	<p>10.15am – 11.45am Presenter: Karen Williams <i>From Good to Great: Managing a High Performing Team</i> This session will explain key components that helped Trillium, a Washington State employment agency, build strong teams and increase employment outcomes. Specifically, we will look at strategies to: address recruitment and retention of staff, build collaborative teams, make sure staff have the right tools in their tool belt; and create a goal-oriented culture.</p>
Ballroom 2	<p>10.15am – 11.45am Presenter: Ben Woodworth <i>Return to Work after Brain Injury: Tips and Resources to Get There</i> The Traumatic Brain Injury Model Systems data suggests that rate of unemployment for people 2 years after experiencing brain injury is approximately 25%, over 3 times larger than the current national unemployment rate of 7%. Lack of employment and meaningful employment is at a crisis level for people who have experienced brain injury. This presentation will present a fresh look at strategies and resources for helping people to realize the goal of employment after brain injury.</p> <p>12.00pm – 1.15pm Luncheon & Keynote <i>Recognition Awards: Eva Castillo 2015-2016 IA-APSE</i> Presenter: Allan I. Bergman <i>The Employment First Imperative: “Suit the Actions to the Words”</i> Employment First has become a major policy initiative in the majority of states and for multiple federal agencies. What are the drivers of this policy initiative and where will it lead? In this session, Allan I. Bergman will review the compelling data in the nation and in Iowa that compel us to implement this agenda.</p>
Ballroom 2	<p>1.30pm - 3.00pm Presenter: Tyler Hampton <i>One Agency’s Journey to Community Employment</i> SVRS was one of the oldest and largest sheltered workshop in Tennessee. This presentation will outline the thoughts and actions that agency worked through to close their long standing sheltered workshop including strategies, challenges, successes and lessons learned.</p>
Ballroom 1	<p>1.30pm - 3.00pm <i>Medicaid Modernization Initiative: The Windshield or the Bug</i> Presenters: Representatives of the four Managed Care Organizations (MCOs) selected as the winning bidders will for the Medicaid Modernization Initiative: Amerigroup, Inc. AmeriHealth Caritas Iowa, Inc. UnitedHealthcare Plan of the River Valley, Inc., and WellCare of Iowa, Inc.</p> <p>Managed Care has been on the horizon for months and the suspense just ended. Starting with 18 potential bidders, pared down to 11 MCO’s that actually submitted bids and then August 17 2015 the four winning bidders were announced. Panel members, representing one of the four winning bidders, will share their company's current efforts on funding employment services as well as what they see happening in the future as Iowa moves toward integrated employment for all. Have questions? This session is a great place to get them answered.</p>